

Gender
composition
of the Board of Directors and
management



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Gender composition of the Board of Directors and management

The Group's equal opportunities policy has been prepared to promote equal opportunities and should be read together with the Group's CSR policy and Code of Conduct.

Private companies in Denmark are under obligation to take a position on how to increase representation of the underrepresented gender on the Board of Directors and management, and to set targets for this. The aim is to promote a more even gender balance on the Board of Directors and management.

It is the Group's ambition to be an attractive workplace for both men and women. Women and men must be offered the same employment opportunities, employment conditions, training and education and career progression opportunities. We want to provide equal opportunities for everyone, and we will consequently promote respect for diversity and work for a more even gender balance at all levels of our organisation.

We are convinced that diversity contributes to a better understanding of our customers' needs – and thus better solutions – and a better working environment.

We focus on attracting the best employees and will strive to recruit from a broader base for managerial and other positions.

TARGETS

The regulations stipulate that the Group must set targets for the number of women on the Board of Directors. According to the regulations, this includes Board members elected by the shareholders in general meeting, but not Board members elected by the employees.

The Board of Directors has set a target that at least 33% of the members elected by the shareholders in general meeting must be women.

The percentage of female managers in the company should match the percentage of women in the company as a whole. This means that the company does not necessarily need to have a 50/50 gender balance.

We are committed to increasing representation of the underrepresented gender on the Board of Directors and management; however, qualifications will always take priority over the gender composition of the workforce. It is vital that managerial posts continue to be filled by employees with the right qualifications.

FOCUS AREAS

In connection with external recruitment, candidates must include at least one suitable candidate of the underrepresented gender.

Employees who have been away from the workplace for an extended period of time, typically because they have been on leave, must receive the best possible help to enable them to return to the company fully prepared for work at the end of their leave, for example through discussions and meetings with their immediate superior.

Every year, the Group offers a number of female managers in the Group participation in a strategic leadership development programme tailored to women in management.

REPORTING

The Group reports on its equal opportunities performance in its annual CSR report.

In the CSR report, the Group provides an update on performance against the targets set and the Group's policy to increase representation of the underrepresented gender at other management levels as well.

Søborg, 21 February 2019

BOARD OF DIRECTORS

Søren Bjerre-Nielsen Chairman	Anders Lindberg Deputy Chairman
Carsten Dilling	Ole Røsdahl
Pernille Fabricius	Christine Thorsen
Irene Chabior	Vinnie Sunke Heimann
Hans-Henrik Hannibal Hansen	